

Alabama Board Of Nursing 2015 LPN Renewal Demographics


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Background

- Information about the nursing workforce is important for determining future workforce needs.
- Demographic questions are added to RN and LPN renewal applications to elicit information about the nursing workforce. These questions are completed voluntarily.
- The questions are part of the national workforce dataset and were approved by the Board of Nursing with input from Alabama Health Action Coalition.



2015 Renewal

- Total Number of LPNs who renewed licenses in 2015: 15,300
 - Not all LPNs renewing a license responded to all demographic questions.
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Gender

	Number	Percentage
Male	745	5.02
Female	14,108	92.2
No response	447	2.9

Ethnicity

Category	Number	Percentage
American Indian/Alaska Native	91	0.6%
Asian	60	0.4%
Black/African American	4924	32.2%
Native Hawai'ian/Pacific Islander	8	0.1%
White/Caucasian	9357	61.2%
Hispanic/Latino	92	0.6%
Other	85	0.6%
No response/missing answer	683	4.5%

Average Age of LPN Licensees

Age Range	Number
18 - 29 years	1,535
30 - 39 years	3,259
40 - 49 years	4,084
50 - 59 years	3,900

Age Range	Number
60 - 69 years	2,277
70 - 79 years	328
80 - 89 years	22
90 + years	1

Number of Years Licensed

Range of Years Licensed	Years Licensed	Number	%
2015	Less than 1 year	353	2.3
2010 – 2014	1 – 5 years	2913	19.04
2005 – 2009	6 – 1 years	2028	13.36
2000 – 2004	11 – 15 years	1993	13.03
1995 – 1999	16 – 20 years	1802	11.78
1990 – 1994	21 – 25 years	1813	11.85
1985 – 1989	26 – 30 years	971	6.35
1980 – 1984	31 – 35 years	994	6.5
1975 – 1979	36 – 40 years	667	4.36
1970 – 1974	41 – 45 years	374	2.44
1965 – 1969	46 – 50 years	141	0.92
Prior to 1965	Greater than 50 years	69	0.45
No response		1171	7.7

Employment

Actively Employed in Nursing:

➤ Yes:	12,486	81.6%
➤ No:	2814	18.4%

Employed:

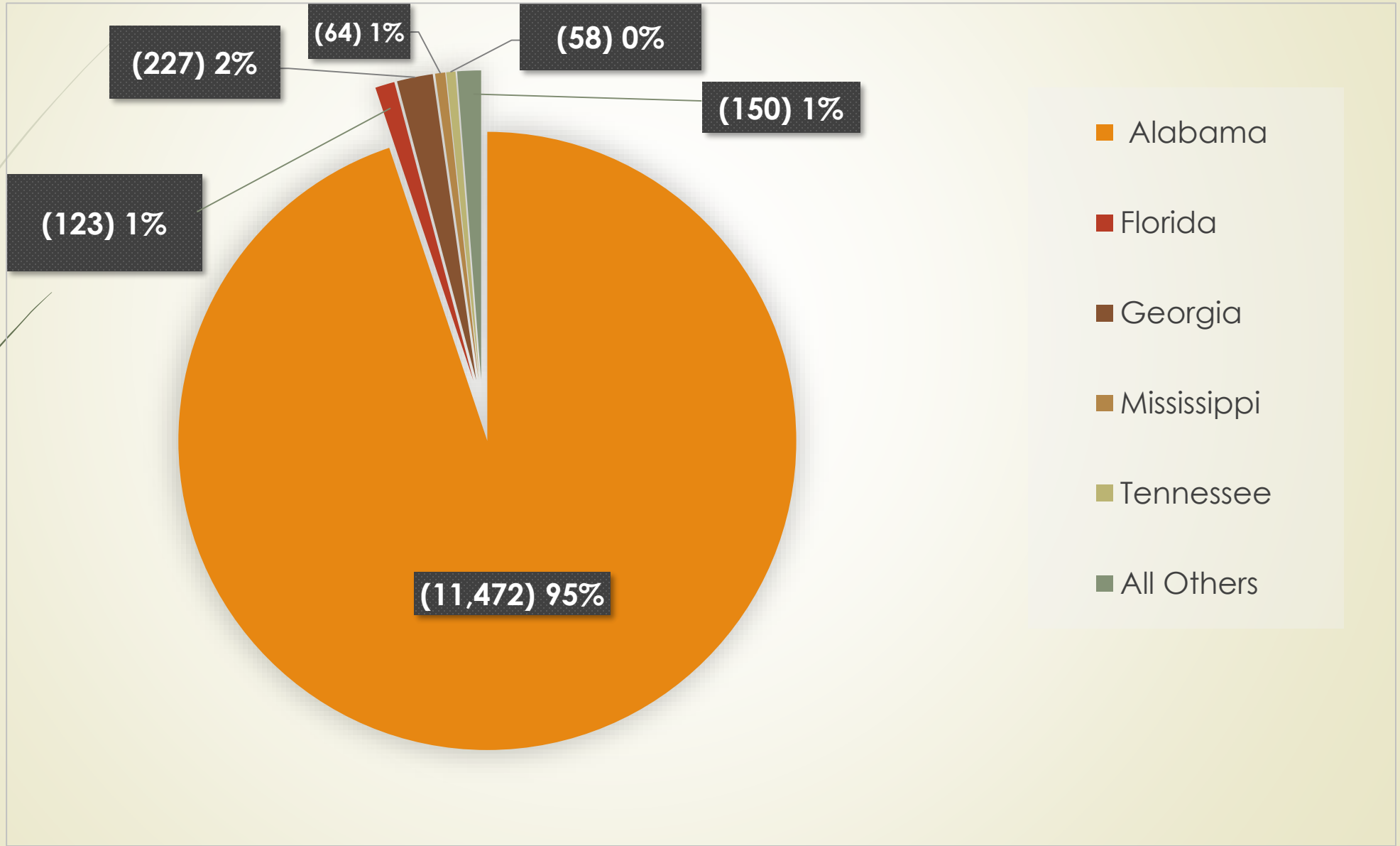
➤ Full-Time:	10,399	68.8%
➤ Part-time:	1,228	8.0%
➤ Per Diem	321	2.1%
➤ No response	3,352	21.9%



Employment – Number of Concurrent Jobs

Number of Jobs Held	Number	Percentage
One	10,980	71.8
Two	1392	9.1
Three or more	151	1.0
No response	2777	18.2

State - Primary Nursing Employment





Primary Employment in Alabama Counties Employing > 300 LPNs

County	Number
Jefferson County	1702
Mobile County	865
Tuscaloosa County	759
Madison County	690
Montgomery County	556
Houston County	479
Etowah County	340
Calhoun County	326

Primary Practice Setting

Setting	Number	%
Hospital	1568	10.2
Nursing Home/Extended Care/Assisted Living	5204	34.0
Home Health	990	6.5
Correctional	488	3.2
Academic Setting	53	0.3
Policy/Planning/ Regulatory/Licensing	6	0.0
Community Health	519	3.4

Primary Practice Setting - continued

Setting	Number	%
School Health	766	5.0
Occupational Health	119	0.8
Ambulatory Care	546	3.6
Insurance Claims/ Benefits	76	0.5
Public Health	279	1.8
Other	2006	12.1
No response	2680	17.5

Primary Employment Specialty

Employment Specialty	Number	%
Acute Care/Critical Care	257	1.7
Psychiatric/Mental Health/Substance Abuse	793	5.2
Occupational Health	116	0.8
Anesthesia	10	0.1
School Health	712	4.7
Palliative Care	105	0.7
Trauma	38	0.2
Public Health	121	0.8
Maternal-Child Health	65	0.4
Nursing Home	4,157	27.2
Assisted Living	627	4.1

Primary Employment Specialty - continued

Employment Specialty	Number	%
Medical Surgical	738	4.8
Adult Health/Family Health	528	3.5
Rehabilitation	339	2.2
Oncology	66	0.4
Community	147	1.0
Tele-health	41	0.3
Pediatrics/Neonatal	360	2.4
Home Health	801	5.2
Women's Health	221	1.4
Primary Care	907	5.9
Other	1414	9.2
No Response	2737	17.9

Secondary Practice Setting

Setting	Number	%
Hospital	432	2.8
Nursing Home/Extended Care/Assisted Living	2183	14.3
Home Health	502	3.3
Correctional	241	1.6
Academic	24	0.2
Policy/Planning/Regulatory	3	0.0
Community Health	153	1.0

Secondary Practice Setting - continued

Setting	Number	%
School Health	279	1.8
Occupational Health	48	0.3
Ambulatory Care	134	0.9
Insurance Claims/Benefits	32	0.2
Public Health	90	0.6
Other	415	2.7
No Response	3911	26.0
No secondary Practice site	6787	44.4

LPNs planning to Retire

Time Frame	Number	Percentage
Within 5 years	1,699	11.1
Within 10 years	1,702	11.1
Within 15 years	1,098	7.2
Within 20 years	1,985	13.0
> 20 years	2,820	18.4
Not Planning to Retire	4,730	30.9
No answer	1,266	8.3

Potential to leave the workforce in the next ten years due to age

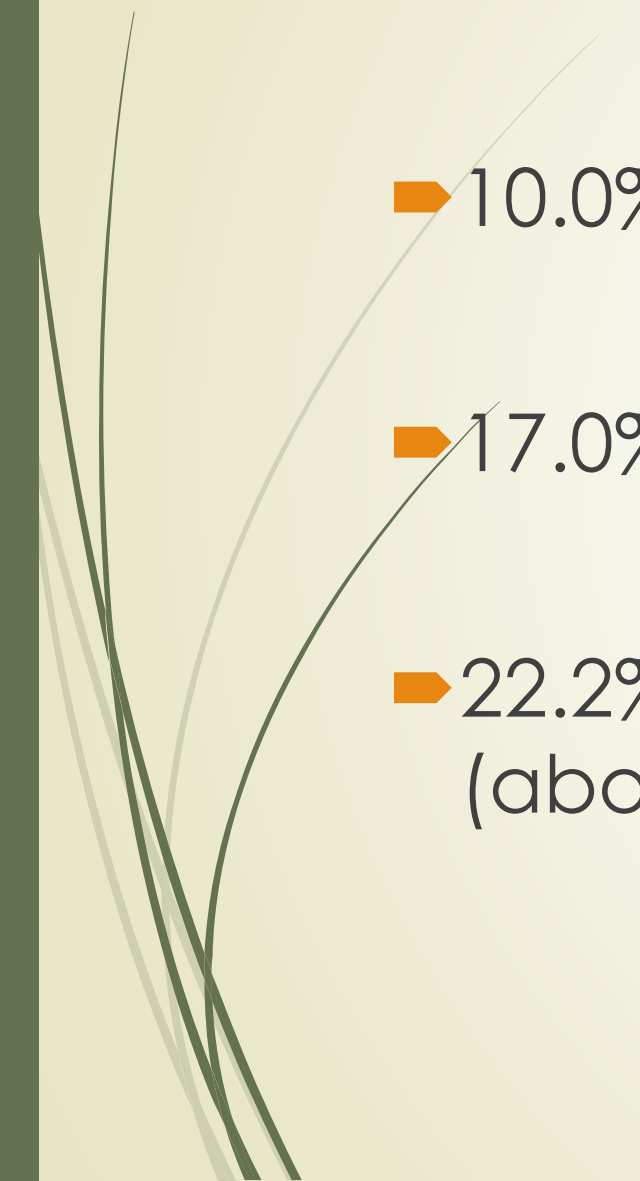
Age Range	Numbers
50 – 59 years	3,900
60-69 years	2,277
70 – 79 years	328
80 – 90 years	23
TOTAL	6528

Percentage of LPN work force over the age of 50

43%



Workforce Concerns

- 10.0% LPNs are between the ages of 18-29 years.
 - 17.0% LPNs are ≥ 60 years.
 - 22.2% LPNs plan to retire within the next 10 years (about 3,400)
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Students Entering Workforce

Will the number of new graduates in the next 10 years offset the number of LPNs planning to retire?

Fiscal Year	Students	NCLEX	Percentage of Workforce
2015	817	Students applying for licensure and completing NCLEX	5%
2016	890	Students applying for licensure and completing NCLEX	6%

Students Entering Workforce

- ▶ If projected enrollment in LPN programs approximates the numbers of new graduate LPNs noted over the last 2 fiscal years, the numbers of new graduate LPNs entering the workforce average 5-6 % per year which, will be more than adequate to replace LPNs leaving the workforce. However, it will not allow for large gains.
- ▶ If workforce needs dramatically increase, these numbers may not be adequate.